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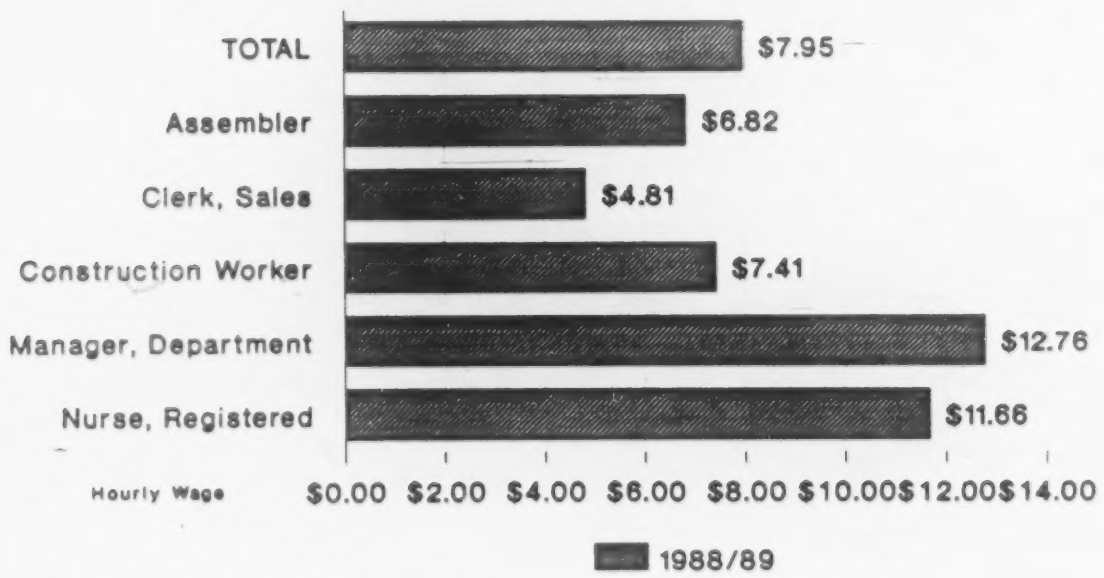
JOB SERVICE North Dakota

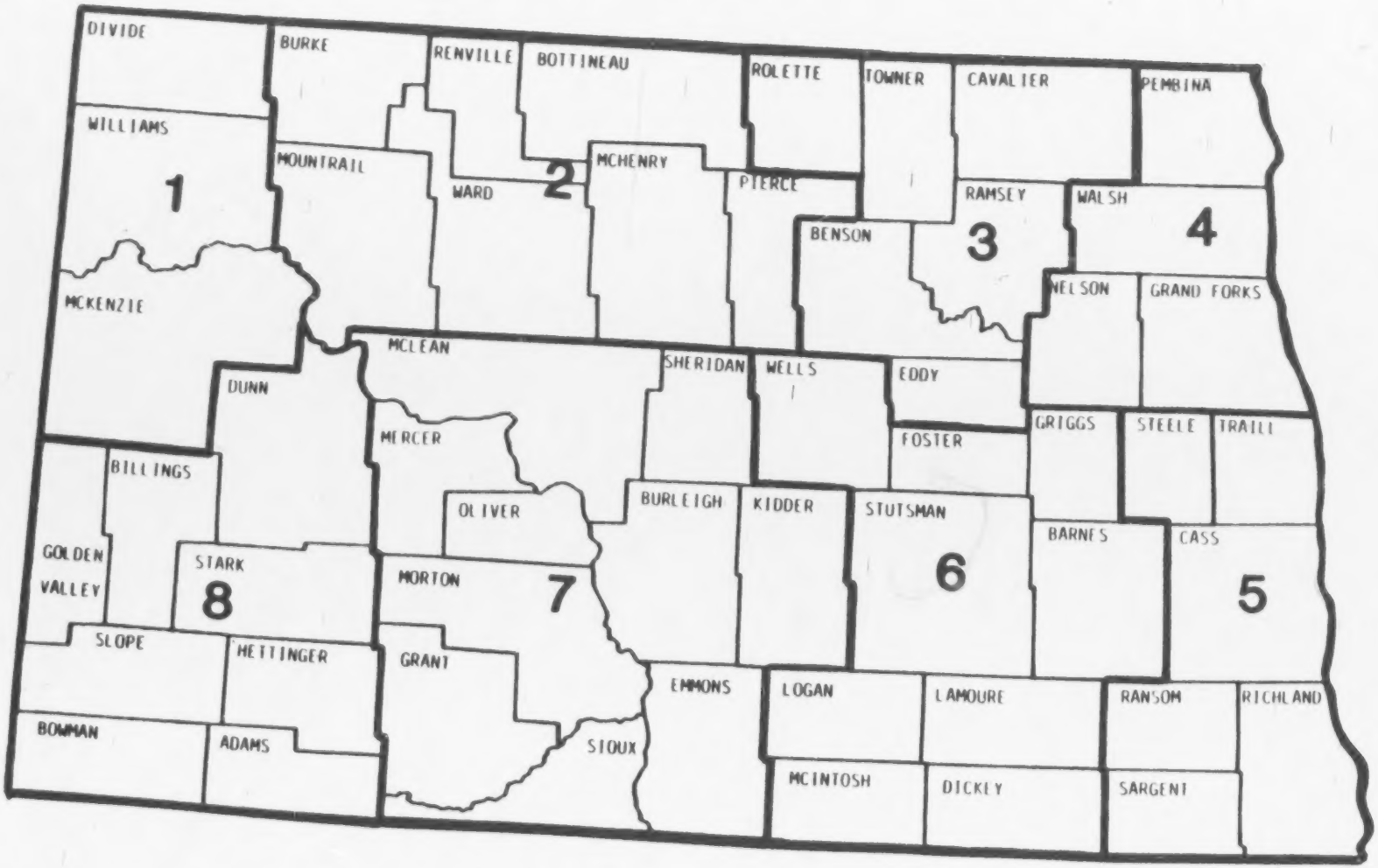
The North Dakota Labor Market Advisor

NORTH DAKOTA
AVERAGE WAGE BY OCCUPATION
BASED ON 1988/89 WAGE & BENEFIT SURVEY



NORTH DAKOTA STATE PLANNING REGIONS

Labor force, employment, and hours and earnings estimates are compiled in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.



THE
NORTH DAKOTA
LABOR MARKET ADVISOR

June, 1990

GEORGE A. SINNER, GOVERNOR
STATE OF NORTH DAKOTA

Job Service North Dakota
1000 East Divide
Bismarck, North Dakota 58501

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Executive Director

A Monthly Publication Prepared by
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North Dakota Wage and Benefit Surveys

Since 1984, Job Service North Dakota has been conducting wage and benefit surveys on a two-year rotating basis. Following is a list of the areas that have been surveyed in the last two years, along with the publication date for each of the surveys.

Devils Lake 1988	September 1988
Jamestown 1988	November 1988
Valley City 1988	December 1988
Grand Forks 1989	April 1989
Bismarck-Mandan 1989	May 1989
Rolette County 1989	June 1989
Wahpeton 1989	July 1989
Mercer County 1989	August 1989
Fargo-West Fargo 1989	November 1989
Grafton 1990	January 1990
Williston 1990	May 1990
Minot 1990	June 1990
Dickinson 1990	July 1990

The purpose of these surveys is to gather sufficient data to publish the wages and benefits offered by area employers. In each area, approximately 40 percent of the employers are selected for the survey and of those, 60 percent respond to the questionnaire. The survey consists of:

1) a series of questions concerning employers' practices with regards to benefits provided; and

2) a list of about 200 occupations for which the employers are asked to report the wage ranges for employees they have that work in any of those occupations.

The raw wage and benefit data is then reviewed for consistency and completeness. Weighted averages are calculated for the various data types. Every year, all survey data from the previous two years is compiled and a statewide wage and benefit survey is published. The last statewide survey was released in February, 1990.

As the title implies, there are two types of data collected. Benefit data deals with subjects such as amount of vacation time given, sick days and holidays provided, and types of insurance plans provided (life, medical, dental and retirement) and the percentage of employer contribution for each. Recently, questions concerning day care assistance and maternity leave have been included, as these issues have become more important to people in the labor force. Wage data is collected for about 200 occupations. The wage data is combined by occupation for all industries and is also broken down by major industry group. To help preserve the confidentiality of the survey respondents, data is only published for occupations that have been reported by three (3) or more employers.

There are many people who find uses for the wage and benefit data. Most of the inquiries for the data come from employers. They use it for comparison purposes, to determine how their employee compensation plans compare to those offered by other employers in their area. Wage and benefit data is also used by employers to develop starting wages for new employees and to establish wage and benefit levels during contract and other negotiations. Conversely, employees also use this data to determine if they are receiving just compensation for their efforts. Many economic development groups also use the data in recruiting out-of-state firms interested in locating business in our state. The data can offer guidelines as to salary levels required by our labor force. School guidance counselors also use the information during career counseling, as do students in setting their career goals. Wage and benefit data is also used by rehabilitation counselors in discovering new career opportunities for clients.

Since its inception, the wage and benefit survey has been modified several times, and will continue to be changed as the requirements of our users change. Just recently, a system of determining sample size has been implemented which will obtain a measurable error level, thereby making the data more comparable over time. Also, the list of occupations surveyed continually changes with obsolete occupations being removed and emerging occupations being added.

If users of this data would like to see certain occupations in future surveys, they should call the Research and Statistics Section. Suggested occupations will be reviewed to see if enough firms have employment in those occupations in order to meet the confidentiality requirements. Additionally, if you would like more information about the wage and benefit survey, or if you would like to receive copies of the surveys, please call toll-free in North Dakota 1-800-732-9787, or in Bismarck-Mandan or out of state, please call (701)224-2399.

Lynda Kingsley
Research Analyst

NORTH DAKOTA
NONAG WAGE AND SALARY EMPLOYMENT

(Rounded to Fifty)

INDUSTRIES	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	June 1990	May 1990	May 1990	June 1989	June 1989
TOTAL	269,000	269,200	-0.1%	265,450	1.3%
GOODS PRODUCING	33,200	31,550	5.2%	32,300	2.8%
MINING	4,150	3,950	5.1%	4,150	0.0%
Coal	1,050	1,050	0.0%	1,100	-4.5%
Crude Petroleum & Nat. Gas	2,600	2,500	4.0%	2,500	4.0%
Other Mining	500	400	25.0%	550	-9.1%
CONSTRUCTION	11,800	10,700	10.3%	11,600	1.7%
Building Construction	3,000	2,600	15.4%	2,900	3.4%
Street, Highway & Heavy	3,200	2,900	10.3%	3,200	0.0%
Special Trade Construction	5,600	5,200	7.7%	5,500	1.8%
MANUFACTURING	17,250	16,900	2.1%	16,550	4.2%
Durable Goods	8,950	8,850	1.1%	8,300	7.8%
Primary & Fab. Metals	1,200	1,150	4.3%	1,050	14.3%
Machinery & Trans. Equip	5,300	5,300	0.0%	4,950	7.1%
Machinery & Electric	3,800	3,800	0.0%	3,600	5.6%
Transportation Equipment	1,500	1,500	0.0%	1,350	11.1%
Other Durables	2,450	2,400	2.1%	2,300	6.5%
Lumber & Wood	1,100	1,100	0.0%	1,050	4.8%
Misc Durable	1,350	1,300	3.8%	1,250	8.0%
Nondurable Goods	8,300	8,050	3.1%	8,250	0.6%
Food & Kindred Products	4,150	4,050	2.5%	4,150	0.0%
Dairy Products	700	650	7.7%	750	-6.7%
Bakery Products	950	850	11.8%	800	18.8%
Sugar & Confectionary	550	550	0.0%	550	0.0%
Other Foods	1,950	2,000	-2.5%	2,050	-4.9%
Printing & Publishing	2,600	2,500	4.0%	2,500	4.0%
Other Nondurable Goods	1,550	1,500	3.3%	1,600	-3.1%
SERVICES PRODUCING	235,800	237,650	-0.8%	233,150	1.1%
TRAN, COMM & UTILITIES	17,200	17,100	0.6%	17,250	-0.3%
Transportation	8,700	8,700	0.0%	8,850	-1.7%
Trucking & Warehousing	4,900	4,800	2.1%	5,100	-3.9%
Other Transportation	3,800	3,900	-2.6%	3,750	1.3%
Railroads	1,950	1,900	2.6%	1,900	2.6%
Local & Suburban Transport	750	950	-21.1%	800	-6.3%
Water, Air & Pipeline	1,100	1,050	4.8%	1,050	4.8%
Communications	3,600	3,600	0.0%	3,600	0.0%
Utilities	4,900	4,800	2.1%	4,800	2.1%
WHOLESALE TRADE	19,800	19,800	0.0%	20,100	-1.5%
Durable Goods	9,100	9,100	0.0%	9,300	-2.2%
Nondurable Goods	10,700	10,700	0.0%	10,800	-0.9%

NORTH DAKOTA
NONAG WAGE AND SALARY EMPLOYMENT

(Rounded to Fifty)

INDUSTRIES	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	June 1990	May 1990	May 1990	June 1989	June 1989
RETAIL TRADE	51,450	51,250	0.4%	51,150	0.6%
Hardware & Garden	2,500	2,400	4.2%	2,700	-7.4%
General Merchandise	6,200	6,300	-1.6%	6,200	0.0%
Food Stores	7,100	7,100	0.0%	7,300	-2.7%
Auto & Service Stations	7,000	6,900	1.4%	6,800	2.9%
Apparel & Accessory	2,700	2,700	0.0%	2,600	3.8%
Furniture Stores	1,650	1,650	0.0%	1,650	0.0%
Eating & Drinking Places	18,800	18,700	0.5%	18,700	0.5%
Misc Retail	5,500	5,500	0.0%	5,200	5.8%
FINANCE,INS & REAL ESTATE	12,450	12,450	0.0%	12,400	0.4%
Finance	6,650	6,650	0.0%	6,700	-0.7%
Banking	5,700	5,700	0.0%	5,700	0.0%
Other Finance	950	950	0.0%	1,000	-5.0%
Insurance	3,900	3,900	0.0%	3,850	1.3%
Insurance Underwriters	2,500	2,500	0.0%	2,500	0.0%
Ins. Agents & Brokers	1,400	1,400	0.0%	1,350	3.7%
Real Estate	1,900	1,900	0.0%	1,850	2.7%
SERVICES	68,600	68,550	0.1%	66,650	2.9%
Lodging	4,500	4,500	0.0%	4,400	2.3%
Personal & Business	8,300	8,300	0.0%	7,800	6.4%
Personal Services	3,200	3,200	0.0%	3,100	3.2%
Business Services	5,100	5,100	0.0%	4,700	8.5%
Recreational Services	2,700	2,500	8.0%	2,900	-6.9%
Health Services	28,300	28,300	0.0%	27,800	1.8%
Nursing & Hospital	20,700	20,700	0.0%	20,300	2.0%
Other Health	7,600	7,600	0.0%	7,500	1.3%
Membership Organizations	8,200	8,200	0.0%	8,200	0.0%
Educational Services	2,300	2,700	-14.8%	2,400	-4.2%
Social Services	6,500	6,400	1.6%	5,700	14.0%
Other Services	7,800	7,650	2.0%	7,450	4.7%
Auto & Misc Repair	2,400	2,400	0.0%	2,300	4.3%
Legal Services	1,500	1,450	3.4%	1,450	3.4%
Misc Services	3,900	3,800	2.6%	3,700	5.4%
GOVERNMENT	66,300	68,500	-3.2%	65,600	1.1%
Federal	10,900	11,200	-2.7%	10,500	3.8%
State & Local	55,400	57,300	-3.3%	55,100	0.5%
State Government	18,700	20,500	-8.8%	18,800	-0.5%
Educational Services	11,400	13,300	-14.3%	11,300	0.9%
Other State Government	7,300	7,200	1.4%	7,500	-2.7%
Local Government	36,700	36,800	-0.3%	36,300	1.1%
Educational Services	16,500	18,700	-11.8%	16,100	2.5%
Other Local Government	20,200	18,100	11.6%	20,200	0.0%

NONAGRICULTURAL
WAGE AND SALARY EMPLOYMENT

INDUSTRIES	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	June 1990	May 1990	May 1990	June 1989	June 1989
FARGO-MOORHEAD MSA					
TOTAL	77,600	78,000	-0.5%	75,300	3.1%
GOODS PRODUCING	10,350	9,550	8.4%	9,650	7.3%
MINING & CONSTRUCTION	4,600	3,950	16.5%	4,300	7.0%
Special Trades	2,300	2,100	9.5%	2,200	4.5%
Other Construction & Mining	2,300	1,850	24.3%	2,100	9.5%
MANUFACTURING	5,750	5,600	2.7%	5,350	7.5%
Durable Goods	2,850	2,850	0.0%	2,600	9.6%
Fabricated Metal & Machinery	1,500	1,500	0.0%	1,350	11.1%
Other Durable Goods	1,350	1,350	0.0%	1,250	8.0%
Nondurable Goods	2,900	2,750	5.5%	2,750	5.5%
Food & Kindred	1,800	1,700	5.9%	1,700	5.9%
Other Nondurables	1,100	1,050	4.8%	1,050	4.8%
SERVICES PRODUCING	67,250	68,450	-1.8%	65,650	2.4%
TRANS, COMM & UTIL	4,800	4,800	0.0%	4,850	-1.0%
Trucking & Warehousing	1,000	1,000	0.0%	950	5.3%
Other Transportation	2,100	2,100	0.0%	2,100	0.0%
Communications & Utilities	1,700	1,700	0.0%	1,800	-5.6%
WHOLESALE TRADE	6,700	6,600	1.5%	6,900	-2.9%
Durable	3,900	3,800	2.6%	3,900	0.0%
Nondurable	2,800	2,800	0.0%	3,000	-6.7%
RETAIL TRADE	15,000	15,100	-0.7%	15,000	0.0%
General Merchandise & Apparel	2,900	3,000	-3.3%	2,800	3.6%
Food Stores	1,800	1,800	0.0%	2,000	-10.0%
Auto Dealers & Svc. Stations	1,900	1,900	0.0%	1,700	11.8%
Eating & Drinking Places	5,700	5,700	0.0%	5,700	0.0%
Other Retail	2,700	2,700	0.0%	2,800	-3.6%
FINANCE, INS & R E	4,600	4,600	0.0%	4,500	2.2%
Finance	2,100	2,100	0.0%	2,000	5.0%
Insurance Carriers	1,450	1,450	0.0%	1,450	0.0%
Other Fin, Ins. & R.Estate	1,050	1,050	0.0%	1,050	0.0%
SERVICES	21,300	22,200	-4.1%	20,350	4.7%
Lodging	1,350	1,400	-3.6%	1,300	3.8%
Personal & Business	3,600	3,600	0.0%	3,500	2.9%
Recreation & Amusement	850	900	-5.6%	950	-10.5%
Health Services	8,100	8,000	1.3%	7,700	5.2%
Educational Services	1,400	2,300	-39.1%	1,300	7.7%
Social Services	1,750	1,750	0.0%	1,550	12.9%
Membership Services	1,450	1,450	0.0%	1,450	0.0%
Other Services	2,800	2,800	0.0%	2,600	7.7%
GOVERNMENT	14,850	15,150	-2.0%	14,050	5.7%
Federal	2,300	2,400	-4.2%	2,200	4.5%
State	6,150	6,250	-1.6%	5,550	10.8%
State School	5,600	5,700	-1.8%	5,000	12.0%
Other State	550	550	0.0%	550	0.0%
Local	6,400	6,500	-1.5%	6,300	1.6%
Local School	3,600	4,000	-10.0%	3,500	2.9%
Other Local	2,800	2,500	12.0%	2,800	0.0%

NONAGRICULTURAL
WAGE AND SALARY EMPLOYMENT

INDUSTRIES	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	June 1990	May 1990	May 1990	June 1989	June 1989
GRAND FORKS MSA					
TOTAL	31,450	32,450	-3.1%	30,350	3.6%
GOODS PRODUCING	3,000	2,800	7.1%	3,150	-4.8%
MINING & CONSTRUCTION	1,500	1,300	15.4%	1,550	-3.2%
MANUFACTURING	1,500	1,500	0.0%	1,600	-6.3%
Durable Goods	500	500	0.0%	550	-9.1%
Nondurable Goods	1,000	1,000	0.0%	1,050	-4.8%
SERVICES PRODUCING	28,450	29,650	-4.0%	27,200	4.6%
TRANS, COMM. & UTIL.	1,700	1,650	3.0%	1,600	6.3%
Transportation	1,000	1,000	0.0%	950	5.3%
Communications & Utilities	700	650	7.7%	650	7.7%
WHOLESALE TRADE	1,700	1,700	0.0%	1,550	9.7%
RETAIL TRADE	7,750	7,750	0.0%	7,250	6.9%
General Merchandise & Apparel	1,850	1,850	0.0%	1,750	5.7%
Eating & Drinking Places	2,900	2,900	0.0%	2,700	7.4%
Other Retail	3,000	3,000	0.0%	2,800	7.1%
FINANCE, INS. & R E	1,200	1,200	0.0%	1,150	4.3%
SERVICES	7,350	7,350	0.0%	7,150	2.8%
Personal & Business	950	950	0.0%	850	11.8%
Health	2,900	2,900	0.0%	2,900	0.0%
Other Services	3,500	3,500	0.0%	3,400	2.9%
GOVERNMENT	8,750	10,000	-12.5%	8,500	2.9%
Federal	1,550	1,550	0.0%	1,500	3.3%
State	4,500	5,900	-23.7%	4,400	2.3%
State School	4,000	5,400	-25.9%	3,900	2.6%
Other State	500	500	0.0%	500	0.0%
Local	2,700	2,550	5.9%	2,600	3.8%
Local School	1,350	1,350	0.0%	1,300	3.8%
Other Local	1,350	1,200	12.5%	1,300	3.8%

NONAGRICULTURAL
WAGE AND SALARY EMPLOYMENT

INDUSTRIES	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	June 1990	May 1990	May 1990	June 1989	June 1989
BISMARCK MSA					
TOTAL	40,700	40,850	-0.4%	40,100	1.5%
GOODS PRODUCING	4,550	4,400	3.4%	4,450	2.2%
MINING & CONSTRUCTION	2,200	2,100	4.8%	2,200	0.0%
MANUFACTURING	2,350	2,300	2.2%	2,250	4.4%
Durable Goods	1,000	1,000	0.0%	950	5.3%
Nondurable Goods	1,350	1,300	3.8%	1,300	3.8%
SERVICES PRODUCING	36,150	36,450	-0.8%	35,650	1.4%
TRANS, COMM. & UTIL.	3,050	3,000	1.7%	2,800	8.9%
Transportation	1,250	1,250	0.0%	1,200	4.2%
Communications & Utilities	1,800	1,750	2.9%	1,600	12.5%
WHOLESALE TRADE	2,300	2,400	-4.2%	2,300	0.0%
RETAIL TRADE	8,250	8,100	1.9%	8,250	0.0%
General Merchandise & Apparel	1,650	1,650	0.0%	1,650	0.0%
Food Stores	1,100	1,050	4.8%	1,000	10.0%
Auto Dealers & Svc. Stations	1,050	1,050	0.0%	1,200	-12.5%
Eating & Drinking Places	2,800	2,700	3.7%	2,800	0.0%
Other Retail	1,650	1,650	0.0%	1,600	3.1%
FINANCE, INS. & R E	1,500	1,500	0.0%	1,550	-3.2%
SERVICES	12,000	12,100	-0.8%	11,500	4.3%
Lodging	900	900	0.0%	950	-5.3%
Personal & Business	1,500	1,450	3.4%	1,350	11.1%
Health Services	5,000	5,000	0.0%	4,700	6.4%
Educational Services	450	600	-25.0%	400	12.5%
Social Services	1,200	1,200	0.0%	1,100	9.1%
Membership Services	1,150	1,150	0.0%	1,250	-8.0%
Other Services	1,800	1,800	0.0%	1,750	2.9%
GOVERNMENT	9,050	9,350	-3.2%	9,250	-2.2%
Federal	1,300	1,300	0.0%	1,200	8.3%
State	4,000	4,150	-3.6%	4,100	-2.4%
State Schools	300	350	-14.3%	300	0.0%
Other State	3,700	3,800	-2.6%	3,800	-2.6%
Local	3,750	3,900	-3.8%	3,950	-5.1%
Local Schools	1,900	2,200	-13.6%	2,000	-5.0%
Other Local	1,850	1,700	8.8%	1,950	-5.1%

LABOR FORCE

NORTH DAKOTA AND MSA'S

	CURRENT MONTH	PREVIOUS MONTH	% CHANGE FROM	ONE YEAR AGO	% CHANGE FROM
	JUNE 1990	MAY 1990	MAY 1990	JUNE 1989	JUNE 1989
UNITED STATES					
(In Thousands)					
Labor Force	126,466	126,642	-0.1%	125,777	0.5%
Employment	120,019	119,989	0.0%	119,208	0.7%
Unemployment	6,447	6,653	-3.1%	6,569	-1.9%
Unemployment Rate	5.1%	5.3%	xxx	5.2%	xxx
NORTH DAKOTA					
Labor Force	335,280	327,300	2.4%	344,870	-2.8%
Employment	321,530	315,030	2.1%	330,120	-2.6%
Unemployment	13,750	12,270	12.1%	14,750	-6.8%
Unemployment Rate	4.1%	3.7%	xxx	4.3%	xxx
FARGO-MOORHEAD MSA					
Labor Force	88,530	87,740	0.9%	88,530	0.0%
Employment	86,320	85,470	1.0%	86,150	0.2%
Unemployment	2,210	2,270	-2.6%	2,380	-7.1%
Unemployment Rate	2.5%	2.6%	xxx	2.7%	xxx
GRAND FORKS MSA					
Labor Force	36,020	36,510	-1.3%	36,740	-2.0%
Employment	34,470	35,160	-2.0%	35,240	-2.2%
Unemployment	1,550	1,350	14.8%	1,500	3.3%
Unemployment Rate	4.3%	3.7%	xxx	4.1%	xxx
BISMARCK MSA					
Labor Force	48,370	47,300	2.3%	49,870	-3.0%
Employment	46,450	45,690	1.7%	47,690	-2.6%
Unemployment	1,920	1,610	19.3%	2,180	-11.9%
Unemployment Rate	4.0%	3.4%	xxx	4.4%	xxx

U. S. data seasonally adjusted, other data not seasonally adjusted.

The Grand Forks Metropolitan Statistical Area (MSA) includes Grand Forks County.
The Bismarck MSA includes Burleigh and Morton Counties.
The Fargo-Moorhead MSA includes Cass and Clay Counties.

BORDERING STATE LABOR FORCE COMPARISONS

(In Thousands)
MAY 1990

	NORTH DAKOTA	MINNESOTA	SOUTH DAKOTA	MONTANA
Labor Force	327.3	2,360.0	362.9	407.4
Employment	315.0	2,257.4	350.1	384.6
Unemployment	12.3	102.6	12.8	22.8
Unemployment Rate	3.7%	4.3%	3.5%	5.6%

UNITED STATES

MANUFACTURING HOURS AND EARNINGS

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	JUNE 1990	MAY 1990	JUNE 1989	JUNE 1990	MAY 1990	JUNE 1989	JUNE 1990	MAY 1990	JUNE 1989
MANUFACTURING	443.62	440.64	429.08	41.0	40.8	41.1	10.82	10.80	10.44
Durable Goods	473.30	469.37	457.87	41.7	41.5	41.7	11.35	11.31	10.98
Nondurable Goods	405.62	402.19	390.91	40.2	39.9	40.3	10.09	10.08	9.70

NORTH DAKOTA

MANUFACTURING HOURS AND EARNINGS

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	June 1990	May 1990	June 1989	June 1990	May 1990	June 1989	June 1990	May 1990	June 1989
MANUFACTURING	356.09	359.70	353.51	40.1	40.1	39.9	8.88	8.97	8.86
Durable Goods	377.04	375.74	379.80	41.8	41.2	42.2	9.02	9.12	9.00
Nondurable Goods	330.60	339.79	324.26	38.0	38.7	37.4	8.70	8.78	8.67
Food & Kindred	326.98	332.37	324.43	39.3	39.9	38.9	8.32	8.33	8.34

FARGO-MOORHEAD MSA

MANUFACTURING HOURS AND EARNINGS

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	June 1990	May 1990	June 1989	June 1990	May 1990	June 1989	June 1990	May 1990	June 1989
MANUFACTURING	338.42	342.77	358.05	38.5	38.6	38.5	8.79	8.88	9.30
Durable Goods	344.44	332.81	349.86	41.3	39.2	40.4	8.34	8.49	8.66
Nondurable Goods	332.64	354.92	367.46	35.5	38.0	36.6	9.37	9.34	10.04